

GREATER

**TOMPKINS COUNTY MUNICIPAL
HEALTH INSURANCE CONSORTIUM**

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MINUTES

Greater Tompkins County Municipal Health Insurance Consortium Joint Committee on Plan Structure and Design

Approved 8-4-11

April 7, 2011

Old Jail Conference Room

Agenda

1. Welcome
2. Minutes from January, February and March Meetings
3. Feedback on use of Proxy Form
4. Administrative Clerk to the Consortium
5. Wellness Programs
 - a. Cornell Program for Healthy Living
 - b. Excellus Healthy Rewards Program
 - c. Others
6. Other Issues?

Present:

Municipality Representatives: 6 members

City of Ithaca – Steve Thayer, Town of Ithaca - Judy Drake, Town of Caroline- Don Barber, Village of Cayuga Heights – Mary Mills, Village of Groton- Betty Conger , Town of Dryden – Brian Mc Ilroy

Union Representative: 4 unit members

County White Collar -CSEA - Chantalise DeMarco, President; Ithaca Professional Fire Fighters Assoc and Ithaca Area Fire Fighters #737 –George Apgar, President; TC3 Prof. Admin. Assoc. –Darlene Flynn, President; County Blue Collar-CSEA- Chris Parker, President; Ithaca City Admin. Unit- Michael Thomas, President; (later in meeting – Town of Ithaca Teamsters – John Licitra, Shop Steward)

Others in attendance:

Ithaca Area Fire Fighters #737-Greg Stevenson, TC3 – Sharon Dovi, Human Resources Manager, CSEA – Margaret Lloyd, Health Benefits Specialist

1. Welcome

Called to order by Chantalise DeMarco, Chair, Board of Directors, at 12:10 pm

2. Minutes from January, February and March Meetings

There was not a quorum again so the minutes were tabled to a meeting when there is a quorum. Chantalise does have a Proxy from Mary Portzline, TC3 Unit, but that only brings us to 11 out of the necessary 24. In the future the minutes will not include those absent. The group discussed issues around the lack of quorum for the 4th

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meeting in a row. It was suggested to send an email to see if a different time of day would be better as lunch seems to be inconvenient. Switching to a morning or late afternoon time would work better.

3. Feedback on use of Proxy Form

The proxy form should have a place to indicate the bargaining unit / municipality they are representing. The form should also include a fax to or send to line.

4. Administrative Clerk to the Consortium

Don reported that an administrative person for the Consortium has been hired (Michelle Pottorff.) Michelle also works for Tompkins County and also works with the TCCOG board. Michelle has short hand experience and also has web experience. This will allow the Consortium to start looking at creating our own website.

5. Wellness Programs

Margaret talked about the discussion from last meeting with Jed regarding centers for Family Medical Care Homes. Jed Constantz is no longer working for Cayuga Area Physicians Association so he could pursue his own consulting interests.

a. Cornell Program for Healthy Living

This type of program would require Excellus to underwrite if we wanted to pursue it. We could also look at this further and also the more traditional style wellness plans. The next step would be to discuss further with someone like Jed. (Steve Locey will attend when requested only.) Don explained that he asked Jed for backup documents or data that would show that there is a cost savings with these types of programs. The codes already exist, so the Consortium would need to establish the policy to pay for the procedure codes. It has a chance to work in the Ithaca area as there is only one hospital and there is a large physician network working with Cornell. Medco is also pushing the idea too. The hope is that there will be more global work on the topic.

b. Excellus Healthy Rewards Program

This program would be a rider added to a plan. Margaret has made an inquiry to Excellus in regard to the Consortium being able to add it as a rider to their plans. The program is set up with the participant earning points by doing fitness related activities, which makes them eligible for dollar points for a debit card -500 points. Points would be earned for membership participation, completing smoking cessation plan, and attending fitness or weight loss programs. The card can then be used to buy fitness equipment or membership. This program is individually motivated, versus a plan structure incorporated program. Village of Dryden had this kind of program with a \$300 incentive. Village of Groton has a separate program where the employee can participate at the Groton Fitness Club and the Village pays for the membership, if they show attendance records. Town of Ithaca reimburses for \$250 per person per year for fitness related programs, with no proof of attendance required. The County has a reimbursement of \$75 for a 6 month program, which requires proof of attendance. TC3 has \$80 over 4 months, which requires proof of attendance. Gym membership was the popular piece of most of the wellness programs already being offered.

The County, TC3 and the Town of Ithaca also put on wellness and benefit fairs. The idea of working on a consortium wide wellness fair was raised with interest by the group. This can be raised at the Board level to see what interest there is. A central location may be difficult.

Don talked about the meeting with the medical provider group and other employers, is still being planned.

c. Others

Margaret also handed out information as to what AFSCME offers for educational purposes.

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6. Other Issues?

George asked if the Medco contract has been signed yet. Don reported that it hasn't. George raised concerns about a difference in what the plan use to allow and how it is different than what was received in the plan documents (90 days versus 102 days.) Don explained that the contract with Medco doesn't deal with each of the plans, but more on the administration work.

Greg suggested that the email to encourage attendance should include what numbers are needed for a quorum and that the proxy form is available.

Brian asked about the Vision Ancillary benefit plan. The Teamster's benefit was greater than the current benefit, even though it is the same vendor. Steve Locey is looking in to the issue for them.

Brian asked about others that are signed up for the Life and LTD coverage. Mary stated that VCH hasn't switched over yet.

Brian raised concerns with trying to access the Medco site for his group.

The next meeting will still be on May 5th, but the time may be different.

Next meeting: Thursday, May 5, 2011 from 1:00-2:00 in the Old Jail Conference Room

Moved to adjourn: Betty Seconded: Judy Meeting adjourned at 12:50 pm.

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